

- F. laundromat and dry cleaning services;
- vii. donate blood;
- viii. care for pets, including travel to a veterinarian;
- ix. engage in recreational and outdoor activities close to home; and
- x. return to a home or place of residence.

8. **Homeless individuals.** Notwithstanding any other provision of this Directive, except as required by the Utah Department of Health or a local health department to maintain public health, a law-abiding individual experiencing homelessness may:

- a. move between emergency shelters, drop-in centers, and encampments; and
- b. remain in an encampment of ten or fewer members without being subject to disbandment by state or local government.

II. Directives for For-Profit and Nonprofit Organizations

Each business, including for-profit and nonprofit organizations, in the state of Utah is hereby directed to engage in the following measures to reduce the spread of COVID-19:

1. **Proactive response.** Proactively implement policies and best practices to:
 - a. reduce disease transmission among employees and volunteers;
 - b. maintain a healthy work environment; and
 - c. maintain critical operations while complying with state and local orders, directives, and recommendations.
2. **Remote work.**
 - a. Require employees and volunteers to work remotely from home except to perform work that cannot be done from home.
 - b. Utilize video conferencing and virtual meeting services.
3. **Non-remote work.**
 - a. Require employees and volunteers who present symptoms of illness consistent with COVID-19 to stay home.
 - b. Do not require a positive COVID-19 test result or healthcare provider's note for an employee or a volunteer who stays home due to illness.
 - c. Enhance social distancing in the workplace by grouping employees and volunteers into cohorts of no more than ten individuals that have limited contact with other cohorts.
 - d. Enable employees and volunteers to follow the directives in Part I, Directives for Individuals, including by providing employees with hand soap, hand sanitizer, or sanitizing wipes.
 - e. Minimize face-to-face contact with high-risk employees and high-risk volunteers.
 - f. Implement flexible work hours.
4. **High-risk individuals.** Take measures to accommodate high-risk individuals.

III. Application

Except as otherwise lawfully required, nothing in this Directive should be interpreted to prohibit the following persons from fulfilling their duties and responsibilities:

1. healthcare professionals;
2. law enforcement officers and other first responders;
3. faith leaders and faith workers; and
4. charitable and social services organizations.

IN TESTIMONY, WHEREOF I have hereunto set my hand and caused affixed the Great Seal of the State of Utah, this 10th, day of April, 2020.

(State Seal)

Gary R. Herbert
Governor

ATTEST:

Spencer J. Cox
Lieutenant Governor